

WBGG-FM, WHYI-FM, WINZ-AM, WIOD-AM, WMGE-FM, WMIA-FM, WMIB-FM

EEO PUBLIC FILE REPORT

October 1, 2012 - September 30, 2013¹

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy ²	RS Referring Hiree
Account Executive	2-5, 8-9, 11-14, 17, 19-22, 24-29, 32, 34-36	27
Account Executive	2-5, 8-9, 11-14, 17, 19-22, 24-29, 32, 34-36	27
Account Executive	2-5, 7-9, 11-14, 20-22, 24-26, 28-29, 32, 34-35	12
Account Executive	2-5, 7-9, 11-14, 20-22, 24-26, 28-29, 32, 34-35	12
Account Executive	2-5, 7-9, 11-14, 20-22, 24-26, 28-29, 32, 34-35	12
Talk Show Host	2-5, 7-9, 11-14, 17, 20-22, 24-29, 31-35	27
Program Director	2-5, 7-9, 11-14, 17, 20-22, 24-26, 28-35	12
Sales Manager	2-5, 7-9, 11-14, 17, 20-22, 24-26, 28, 31-35	12
Administrative Assistant-Digital	2-5, 7-9, 11-14, 17-18, 20-22, 24-26, 28-29, 31-35	18
Account Executive	2-9, 11-15, 17, 20-22, 24-35	27
Account Executive	2-9, 11-15, 17, 20-22, 24-35	12
Account Executive	2-9, 11-15, 17, 20-22, 24-35	12
Account Executive	2-9, 11-15, 17, 20-22, 24-35	12
Account Executive	2-9, 11-15, 17, 20-22, 24-35	12
Account Executive	2-9, 11-15, 17, 20-22, 24-35	12
Account Executive	2-9, 11-15, 17, 20-22, 24-35	12
Account Executive	2-9, 11-15, 17, 20-22, 24-35	8
Account Executive	2-9, 11-15, 17, 20-22, 24-35	27
Account Executive	2-9, 11-15, 17, 20-22, 24-35	27
Account Executive	2-9, 11-15, 17, 20-22, 24-35	12
Account Executive	2-9, 11-15, 17, 20-22, 24-35	12
Account Executive	2-9, 11-15, 17, 20-22, 24-35	12
Sales Assistant	2-5, 7-9, 11-17, 20-22, 24-26, 28-35	16
Sales Assistant	2-5, 7-9, 11-17, 20-22, 24-26, 28-35	8
Maintenance Engineer	2-5, 7-9, 11-15, 17-18, 20-22, 24-26, 28-35	18
Sales Assistant	2-5, 7-17, 20-22, 24-26, 28-35	12

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	2-5, 7-15, 20-29, 31-36	23
Account Executive	2-5, 7-15, 20-29, 31-36	12
Account Executive	2-5, 7-15, 20-29, 31-36	12

¹ This Report was revised in July 2014 to address reporting issues.

² Recruitment sources SAE and Hampton University were not used for certain positions during this reporting period due to a change in contact information during the prior reporting period. Additionally, City College affirmatively indicated that no vacancy notices be sent but subsequently retracted that request.

WBGG-FM, WHYI-FM, WINZ-AM, WIOD-AM, WMGE-FM, WMIA-FM, WMIB-FM

EEO PUBLIC FILE REPORT

October 1, 2012 - September 30, 2013

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Intentionally Omitted	N	0
2	All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	4
3	Art Institute of Fort Lauderdale 1799 SE 17th Street Fort Lauderdale, Florida 33316 Phone : (954)308-2615 Email : lsanchez@aia.edu Fax : 1-954-308-2615 LuWin Sanchez	Y	0
4	Broward Community College 1000 Coconut Creek Blvd Bldg 46/ room 238 Coconut Creek, Florida 33066 Phone : (954)201-2282 Url : www.broward.edu Email : jobsearch@broward.edu Career Services	Y	0
5	Broward Workforce One 7550 Davie Road Extension Hollywood, Florida 33024 Phone : (954)967-1010 Url : www.wflbroward.com/ Email : baronowitz@wflbroward.com Fax : 1-954-967-1018 Bruce Aronowitz	Y	0
6	CareerBuilder.com (Not contacted by SEU) 7601 Riviera Blvd Miramar, Florida Phone : 954-862-3258 Wendy Harmon Manual Posting	N	1

WBGGM-FM, WHYI-FM, WINZ-AM, WIOD-AM, WMGE-FM, WMIA-FM, WMIB-FM

EEO PUBLIC FILE REPORT

October 1, 2012 - September 30, 2013

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	City College 2000 W Commercial Blvd Suite 200 Ft Lauderdale, Florida 33309 Phone : 954-492-5353x2209 Email : mbelfond@citycollege.edu Manoucheka Belfond	Y	1
8	Clear Channel Careers Website 200 E BAsse Road San Antomio, Texas 78209 Phone : 954-862-2000 Wendy Harmon Manual Posting	N	19
9	Connecticut School of Broadcasting 3450 northlake Boulevard Palm Beach Gdns, Florida 33403 Phone : (561)847-4126 Url : www.gocsb.com Email : sskinner@gocsb.com Fax : 1-561-847-4130 Stacey Skinner	Y	1
10	Connecticut School of Broadcasting-Doral 8600 NW 36 Street, Suite 100, Miami, FL 33166 Miami, Florida 33166 Phone : 305-592-7133 Email : jbecerra@gocsb.com Jessica Becerra	Y (as of July 2013)	0
11	Emma Bowen Foundation 524 West 57th Street New York, New York 10019 Phone : 212-975-2597 Email : sdrice@cbs.com Sandra Rice	Y	0
12	Employee Referral	N	41

WBGG-FM, WHYI-FM, WINZ-AM, WIOD-AM, WMGE-FM, WMIA-FM, WMIB-FM

EEO PUBLIC FILE REPORT

October 1, 2012 - September 30, 2013

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Florida Atlantic University 777 Glades Road Room 222 Boca Raton, Florida 33431 Phone : (561)297-3533 Url : www.fau.edu Email : jwatson@fau.edu Fax : 1-561-297-2740 James Watson	Y	0
14	Florida State University Career Center University Center 4th level Tallahassee, Florida 32306 Phone : (850) 644-6431 Url : www.fsu.edu Email : reception@admin.fsu.edu Fax : 1-850-644-3273 Michele Burney	Y	0
15	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : (757)727-5331 Email : careercenter@hamptonu.edu Bessie Willis	Y	0
16	Indeed.com	N	3
17	Internal Posting	N	9
18	Internal Promotion/Transfer	N	2
19	Job News South Florida Job Fair 7-18-12 7601 Riviera Blvd Miramar, Florida 33023 Phone : 954-862-2000 Wendy Harmon Manual Posting	N	18

WBGGM-FM, WHYI-FM, WINZ-AM, WIOD-AM, WMGE-FM, WMIA-FM, WMIB-FM

EEO PUBLIC FILE REPORT

October 1, 2012 - September 30, 2013

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Johnson & Wales University 1701 NE 127 Street North Miami, Florida 33181 Phone : (305) 892-7030 Url : www.jwu.edu Email : craig.skilling@jwu.edu Fax : 1-305-892-7030 Career Services	Y	0
21	Keiser University 1500 NW 49th Street Ft. Lauderdale, Florida 33309 Phone : (954)431-4300 Email : ksornoza@keiseruniversity.edu Kenlly Sornoza	Y	2
22	Lindsey Hopkins 750 NW 20th Street A-120 Miami, Florida 33127 Phone : (305)324-6070 Ext 7044 Email : mdescartes@dadeschools.net Maggie Descartes	N	0
23	LinkedIn.com (Not contacted by SEU) 7601 Riviera Blvd Miramar, Florida 33023 Phone : 954-862-3258 Wendy Harmon Manual Posting	N	2
24	Miami Dade College 627 SW 27th Avenue Room 1112 Miami, Florida 33135 Phone : (305)237-6247 Url : www.mdc.edu Email : jorge.hernandez2@mdc.edu Jorge Hernandez	Y	0
25	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0

WBGG-FM, WHYI-FM, WINZ-AM, WIOD-AM, WMGE-FM, WMIA-FM, WMIB-FM

EEO PUBLIC FILE REPORT

October 1, 2012 - September 30, 2013

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	New Birth Baptist Enterprize 8400 NE 2nd Avenue Miami, Florida 33138 Phone : (305)757-2199 Ext 225 Email : mfreeman@nbbcmiami.org Marietta Freeman	Y	0
27	Non Employee Referral	N	8
28	Northside One Stop Center 7900 NW 27th Avenue Suit 200 Miami, Florida 33147 Phone : (305)693-2060 Email : KTaylor@SouthFloridaWorkforce.com Kevin Taylor	Y	0
29	Pennsylvania State University 208 Carnegie Building University Park, Pennsylvania 16802 Phone : (305)863-6081 Url : www.psu.edu Email : rpm163@psu.edu Bob Martin	Y	0
30	Radio Station Websites- All Stations	N	1
31	SAE Institute of Technology-Miami 16051 West Dixie Highway Suite 200 North Miami Beach, Florida 33160 Phone : 305-944-7494 Email : f.troope@sae.edu Fiona Troope	Y	0
32	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Scott McWilliams	N	0

WBGG-FM, WHYI-FM, WINZ-AM, WIOD-AM, WMGE-FM, WMIA-FM, WMIB-FM

EEO PUBLIC FILE REPORT

October 1, 2012 - September 30, 2013

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	University of Florida 3104 Weimer Hall PO Box 118405 Gainesville, Florida 32611-8405 Phone : 352-392-0771x1158 Email : rgork@wruf.com Renee Gork	N	0
34	University of Florida College of Journalism & Communications PO Box 118400 Gainesville, Florida Phone : 352-392-0466 Url : http://www.jou.ufl.edu/ Email : charris@jou.ufl.edu Fax : 1-352-846-2484 Charles Harris	N	0
35	Universty of Miami P.O. Box 249127 Miami, Florida 33124 Phone : (305)284-2474 Email : lherrera@miami.edu Fax : 1-305-284-8186 Luis Herrera	Y	0
36	Walk In/Self Referral	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			114

WBGG-FM, WHYI-FM, WINZ-AM, WIOD-AM, WMGE-FM, WMIA-FM, WMIB-FM

EEO PUBLIC FILE REPORT

October 1, 2012 - September 30, 2013

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Fall 2012	Establishment of an intern program	<p>Our SEU hosted a number of interns throughout the reporting period, as described in further detail below. Interns worked closely with SEU staff to learn the "behind-the-scenes" functioning of a radio station. Interns also had the opportunity to seek career advice and ask questions related to jobs in broadcasting. This SEU regularly hosts interns from local colleges and universities. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern.</p> <p>Fall 2012</p> <p><u>University of Miami</u> 1 intern worked for our WHYI Programming Department from July 2012 through December 2012 and was supervised by our On Air Talent.</p> <p><u>Connecticut School of Broadcasting</u> 1 intern worked for our WBGG Programming Department from July 2012 through October 2012 and was supervised by our On Air Talent.</p> <p>1 intern worked for our WINZ Programming Department from August 2012 through November 2012 and was supervised by our On Air Talent.</p> <p>1 intern worked for our WMIA Programming Department from May 2012 through November 2012 and was supervised by our On Air Talent.</p> <p><u>Johnson & Wales</u> 1 intern worked for our WHYI Promotions Department from September 2012 through November 2012 and was supervised by our Promotions Director.</p>	See description	See description

WBGG-FM, WHYI-FM, WINZ-AM, WIOD-AM, WMGE-FM, WMIA-FM, WMIB-FM

EEO PUBLIC FILE REPORT

October 1, 2012 - September 30, 2013

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	Winter /Spring 2013	Establishment of an intern program	<p>Our SEU hosted a number of interns throughout the reporting period, as described in further detail below. Interns worked closely with SEU staff to learn the “behind-the-scenes” functioning of a radio station. Interns also had the opportunity to seek career advice and ask questions related to jobs in broadcasting. This SEU regularly hosts interns from local colleges and universities. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern.</p> <p>Winter/Spring 2013 <u>Miami Dade College</u> 1 intern worked for our WHYI Programming Department from December 2012 through April 2013 and was supervised by our On Air Talent.</p> <p>1 intern worked for our WHYI Programming Department from December 2012 through March and April 2013 and were supervised by our On Air Talent.</p> <p>1 intern worked for our WHYI Programming Department from March through May 2013 and was supervised by our On Air Talent.</p> <p><u>University of Miami</u> 1 intern worked for our WHYI Promotions Department from August 2012 through January 2013 and was supervised by our Promotions Director.</p>	See description	See description

WBGG-FM, WHYI-FM, WINZ-AM, WIOD-AM, WMGE-FM, WMIA-FM, WMIB-FM

EEO PUBLIC FILE REPORT

October 1, 2012 - September 30, 2013

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
			<p><u>Connecticut School of Broadcasting</u> 1 intern worked for our WBGG-FM Programming Department from August 2012 through May 2013 and was supervised by our Morning Show Producer.</p> <p>1 intern worked for our WINZ Programming Department from April 2013 through May 2013 and was supervised by our Program Director.</p> <p>2 interns worked for our WHYI Promotions Department from March through June 2013 and were supervised by our Promotions Director.</p> <p><u>Full Sail</u> 1 intern worked for our WHYI Programming Department from May through July 2013 and was supervised by our On Air Talent.</p>		

WBGG-FM, WHYI-FM, WINZ-AM, WIOD-AM, WMGE-FM, WMIA-FM, WMIB-FM

EEO PUBLIC FILE REPORT

October 1, 2012 - September 30, 2013

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	Summer 2013	Establishment of an intern program	<p>Our SEU hosted a number of interns throughout the reporting period, as described in further detail below. Interns worked closely with SEU staff to learn the “behind-the-scenes” functioning of a radio station. Interns also had the opportunity to seek career advice and ask questions related to jobs in broadcasting. This SEU regularly hosts interns from local colleges and universities. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern.</p> <p>Summer 2013</p> <p><u>Penn State University</u> 1 intern worked for our WHYI Promotions Department from June through August 2013 and was supervised by our Promotions Director.</p> <p><u>University of Florida</u> 1 intern worked for our WHYI Promotions Department from June through August 2013 and was supervised by our Promotions Director.</p> <p>1 intern worked for our WBGG-FM Programming Department from May through August 2013 and was supervised by our Morning Show Producer.</p>	See description	See description

WBGG-FM, WHYI-FM, WINZ-AM, WIOD-AM, WMGE-FM, WMIA-FM, WMIB-FM

EEO PUBLIC FILE REPORT

October 1, 2012 - September 30, 2013

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
			<p><u>Miami Dade College</u> 2 interns worked for our WHYI Programming Department from May through August 2013 and were supervised by our On Air Talent.</p> <p><u>Connecticut School of Broadcasting</u> 1 intern worked for our WBGG-FM Programming Department from July 2013 through September 2013 and was supervised by our Morning Show Producer.</p> <p><u>Binghamton University</u> 1 intern worked for our WHYI Promotions Department from June through August 2013 and was supervised by our Promotions Director.</p> <p><u>Florida International University</u> 1 intern worked for our WHYI Programming Department from May through August 2013 and was supervised by our On Air Talent.</p> <p>1 intern worked for our WIOD Programming Department from May through August 2013 and was supervised by our Morning Show Producer.</p>		